

EXHIBIT O

Message

From: HARAN Patty OBS/S AME [patty.haran@orange.com]
Sent: 10/8/2020 3:25:42 PM
To: KIMMICK Adam OBS/S AME [/O=EXC-CORP/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=ZRPK4373]; HARAN Patty OBS/S AME [/O=EXC-CORP/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=LNSJ0690]
Subject: Conversation with KIMMICK Adam OBS/S AME

HARAN Patty OBS/S AME 2:58 PM:

Hi Adam

KIMMICK Adam OBS/S AME 2:59 PM:

Hi Patty

HARAN Patty OBS/S AME 3:02 PM:

Eddy had reached out asking me to participate in training 3 days next week.... i said I could but now looks like i iwll need to take a few days off for my daughter's situation

should i let him know directly I won't be able to participate in full session so he can open the spot for someone else
i think it was tuesday-thursday training

tues, wed, thurs

KIMMICK Adam OBS/S AME 3:04 PM:

OK. I haven't told anyone (eddy) yet about your daughter

so if you can't join, I can tell Eddy. He'll certainly understand

I can call him if you want

HARAN Patty OBS/S AME 3:06 PM:

me either. he just needed to fill some training spots so he asked and at time i thought I could participate but today we found out she will need surgery and it will likely be on wed.

KIMMICK Adam OBS/S AME 3:06 PM:

just take the time Patty

I'll let Eddy know

just called Eddy

HARAN Patty OBS/S AME 3:08 PM:

yes. do you want to just select someone else to join? he has Paul renassia and Ken McDonald from your team for differentiated selling 10/13-1/15 9 AM-1 PM

KIMMICK Adam OBS/S AME 3:08 PM:

no problem

HARAN Patty OBS/S AME 3:08 PM:

ok thanks.

KIMMICK Adam OBS/S AME 3:08 PM:

Eddy will find someone else

take care of your daughter Patty. Will think of you!

HARAN Patty OBS/S AME 3:12 PM:

thanks. i will firm up when i will be out once i know. insurance has to approve etc. details but she will be in hospital for 3 days Wed-Fri is the plan

KIMMICK Adam OBS/S AME 3:12 PM:

understand. Let me know if you need anything. Eddy offered as well

HARAN Patty OBS/S AME 3:13 PM:

okay thanks. will do.